19 45 **File No.** 7497/36 I

P. W. **DEPARTMENT**

A CLASS E (1) **BRANCH**

Subject:— Pay

Revision of the Scales of Pay of

B.S.E. Class I.

A [N] 45

V

File No. 7497/36 - E(1) I

Std. Scott. Slip 24-A

[G. R., G. D., No. 2408, dated 22-6-22.]

Std. Sectt.-78A-6.

Correspondence

DOCKET SHEET (B)

Subject :—

File No. 7497/36

P. W. DEPT.

Establishment BRANCH.

References :—

Date.	To whom sent.	Notes and instructions.

JOINT NOTE.

By the Chief Engineer and Secretary to Government, Public Works Department and the Additional Secretary to Government, Public Works Department on the Reorganization of the Public Works Department establishment.

---oO---

The Public Works Department has to take steps for expending and reorganizing its staff so as to cope with:-

(i) the programme of post-war reconstructions, and

(ii) the normal but increase activities of the Department after the programme is carried out.

At the outset it may be stated that the existing organization is far below the standard required for efficient working, even for the normal pre-war activities. The causes contributing to this unsatisfactory state are varied and manifold. Briefly stated they are as under:

(1) Retrenchment made both in the personnel and scales of pay as a result of the Thomas Committee's report.

(2) Stoppage of recruitment in the I.S.E. and the B.S.E. services for a number of years.

(3) Delay in inaugurating the B.S.E.I. service.

(4) Inadequate provision for extra-departmental posts, leave-vacancies, &c. in the existing cadre strengths.

(5) Expansion of the activities of the Department on account of :-

(i) petrol tax works

(ii) provincial road fund works

(iii) village water supply works

(iv) military works of the Government of India.

The existing cadre-strengths of the three technical services are as under:

(a) B.S.E. (I) including members of the old I.S.E. =36

(b) B.S.E.(II) =80

(c) Subordinate Service of Engineers -Overseers =327

Apart from the additional special organization that would be required for the planning and execution of the post-war.....

post-war reconstructions works and their subsequent maintenance the personnel of the Department requires to be strengthened for its normal activities which are growing from year to year. The problem therefore resolves itself in two categories:-

(A) Expansion of the permanent staff of the Department for normal needs;

(B) Special organization to deal with the post-war reconstruction works.

Revision of the cadre-strengths of the permanent services will take some times as necessary details will have to be worked out. This is being dealt with separately. It is, however, considered that at least an increase of 25% is urgently required in all the three services. On that basis, the revised cadre-strengths of the three services would be as shown in column 4 of the statement below. The actual personnel in each service and the vacancies that will have to be filled are given in columns 7 and 8 respectively.

S. No.	Class of service.	Present sanctioned cadres strengths.	Proposed cadre strength with 25% increase.	Personnel on the existing lists.	Personnel in foreign service or on deputation.	Annual Personnel available.	No. of vacancies to be filled.	REMARKS.
1	2	3	4	5	6	7	8	9
1.	B.S.E.I includes I.S.E.	36	45	31	6	25	20	
2.	B.S.E.II	80	100	64	8	56	44	
3.	S.S.	327	409	321	28	293	116	
Total		443	554	416	42	374	180	

Note:- (1) The vacancies on account of the proposed increase in the cadre-strengths may be filled on <u>temporary</u> basis, pending the sanction of the revised cadres.

Note: (2) Vacancies against persons in foreign service and on deputation should be filled as <u>officiating</u>.

It would thus be necessary to recruit:

(i) .....

(i) 20 B.S.E (I) Officers

(ii) 44 B.S.E. (II) Officers

(iii) 116 Subordinates.

For efficient working, recruitment to all the services is mainly direct from amongst persons possessing requisite academic qualifications and merit under the system of ~~----~~ guarantees given to the College of Engineering, Poona, with due allowance for promoting persons of outstanding merit and abilities from the lower services The stoppage of recruitment for a number of years has, however, made big gaps which cannot be filled without an immediate increase in the number of recruits.

B.S.E.(I). - The number of vacancies to be filled in this cadre will be 20 of which 9 may be taken as training reserve posts and the remaining 11 for Executive charges. It is suggested that the above 11 officers required for the latter should be young, experienced and energetic officers, promoted from the B.S.E. (II) by applying a very rigid standard of selection so as to bring in those who are reallyy efficient and possess necessary drive and imagination. Claims of seniority in service should not be allowed to prejudice the choice of the best men.

As regards the training reserve-posts the annual rate of direct recruitment may be temporarily increased from 1.33 to 2.0 by appointing two first class graduates annually from the college of Engineering, Poona, for say a period of five years to start with, beginning from the year 1944.

B.S.E.(II). The number of vacancies to be filled in in this cadre is (44 plus 11 proposed to be promoted B.S.E.I) 55. of this, proposals for appointing 17 officers (8 direct recruits and 9 by promotion from the S.S.E.) are under consideration. For the remaining 38 vacancies, it is suggested that:-

(a).....

(a) 14 may be filled from amongst the graduates (B.E. Civil of the College of Engineering, Poona) not in Government service.

(b) 14- -do- -do- -do- in Government service (S.S.E.)

(c) 10 from amongst non-graduates in Government service (S.S.E).

As regards (a) there are several names recommended by the Public Service Commission which are on the waiting -list and selection may be made from amongst them in the order of preference. For (b) and (c) the posts may be filled in in consultation with the Public Service Commission.

S.S.E. (Overseers).- The number of vacancies to be filled in this service is 116 plus 24 proposed to be promoted to E.S.E. II - vide (b) and (c) above, a total of 140. S.Es. have powers to fill vacancies in this cadre and they will be instructed to take necessary action, after the contemplated revision of the scales of pay of the service is sanctioned by Government.

(B) Special Organisation to deal with the post-war reconstruction works.

The magnitude of the work proposed to be undertaken can be imagined from the fact that a heavy programme of Road Construction in the Province, amounting to Rs.40 crores spread over a period of 10 years, is contemplated in addition to several Major and Minor Irrigation Schemes, Public Health Works of drainage and water supply and public buildings such as Hospitals, Schools, police Accommodation schemes, office buildings &c.&c. The total value of such works would roughly amount to Rs.60 crores i.e. 6 crores per annum for a period of 10 years, against the average annual expdre. of 2 crores at present - about one crore for Original

Works.....

works and 1 crore for Maintenance and Repairs.

	Crores	Comparing with Lloyd Barrage and Canals Construction Works, on which about 28 crores were spent in a period of 10 years, it would be obvious that for the post-war reconstruction of this vast magnitude a very large and self-contained organization at least equal to , if not greater than, that entertained for the L.B and C.C. works will be required. Again, in the case of the Barrage the project was ready and what was required was an organisation for the execution of the work, in a comparetively smaller area, whereas in this case an entire programme, with detailed projects has to be worked out for the whole Province in addition to the work of execution. In the absence of fuller and more definite data it would be dificult to make final proposals for establishment required. However, the following figures may, it is suggested be adopted tentatively:-
* (i) Road Programme	40	
(ii) Irrigation works(14)		
(a) Deccan	6	
(b) Northern Circle.	5	
(c) Southern Circle.	3	
(iii) Public Health Works.	4	
(iv) Buildings	= 2	
Total	60	

(i) Temporary staff for Post War Reconstruction Work Preliminay work of planning and preparing projects.

(a) Secretariat: One Executive Engineer in the P.W.D. Secretariat at Bombay for dealing with all matters in connection with the post war reconstruction programme including questions of establishment and other allied matters.

(b) Project Circle:

(i) 1 Superintending Engineer with experience of Roads and Irrigation.

(ii) 3 Project Executive Engineers for Roads - one for each circle - Northern, Central and Southern.

(iii) 2 Project Executive Engineers for Irrigation.

(iv).....

(iv) 17 Deputy Engineers -

1 in the Secretariat

1 attached to S.E's office

15 under Ex. Engineers at three Deputy Engineers in each Division.

(v) Subordinates:

1 in the S. E's office

5 at one in each Ex. Engineer's office

45 in Sub-Divisions @ 3 per Sub-Division.

51

Details of draftsmen, tracers, clerical and ministerial staff are not given here, but the approximate cost of this account is included in the attached statement of probable expenditure.

As the rough proposal for the Road Programme is to be made before 31st March 1944, it is necessary to take immediate steps to set up the machinery for making the preliminary investigations. The post of the Superintending Engineer may be filld by selecting a suitable officer from the Indian Service of Engineers. In regard to the remaining six posts of Executive Engineers, one officer (Rao Sahib D.A. Gadkari) has already been selected for an Irrigation Division. But the selection of competent and energetic officers for the remaining five post will have to be made. In this connection, consideration may be given to engage a few retired officers provided they are efficient and suitable in all respects.

(ii) Organisation required for the execution of post war works: The staff required for this work would depend upon the volume and magnitude of the work to be actually executed. However, as a tentative proposal it is suggested that the following establishment may be assumed:-

1. .....

1 Chief Engineer.

3 Superintending Engineers for Roads.

1 Superintending Engineer for Irrigation.

17 Executive Engineers

1 in Chief Engineer's Office

16 = 4 for each Circle 4 x 4

17

The approximate annual expenditure in each Division would vary between 30 to 40 lacs:-

85 Deputy Engineers:

1 in Chief Engineers' office

4 in superintending Engr's office

1 in each Circle.

16 in Executive Engr's office

1 in each Divisional office

64 in charge of sub-divisions.

85

340 Overseers (85 x 4).

PUBLIC HEALTH WORKS.

(for execution only)

3 Executive Engineers

6 Deputy Engineers

36 Overseers.

Details of draftsmen, tracers, accountants, clerical and menial staff are not given here but the expenditure on this account is included in the attached relevant statement of expenditure.

MODE OF RECRUITMENT.

Chief Engineer and Superintending Engineers may be selected from the existing personnel. For executive Engineers, Deputy Engineers and Overseers, recruitment shall have to be made on the temporary basis as was done in the case of L.B. & C.C.Works. Some personnel may be available from the demobilised Military staff.

REVISION.....

REVISION OF SCALES OF PAY.

As the large army of staff indicated above will have to be recruited at short notice it is obvious that the existing scales of pay will have to be revised, and quick decisions will have to be taken by abandoning the normal orthodox methods, which take a good deal of time. With the simultaneous demand for technical staff in all provinces and the alluring salaries offered by private firms, it will be difficult to get the right type of persons, if adequate salaries are not given. Even in the non-technical Department such as supply and Rationing Departments, the pay given to non-graduates for posts of Inspectors, Assistant Inspectors, and similar posts, is, it is understood, Rs.114/- (including dearness allowance). It is, therefore, next to impossible for the P.W.D. to secure recruits for the S.S.E. on a starting salary of Rs.50/-, where a D.C.E. has to undergo training for 3 years after passing the matriculation examination. The following scales of pay are tentatively suggested for adoption:-

D. S. E. (I) Junior scale Rs.320-30-800
Senior scale against 5th year
Rs.440-40-1,000.
This is lower than that sanctioned in 1930 vide correction slip 10 on page 18 of the Bombay P.W.D.Manual, 1929 Edition.

D.S.E. (II) Rs.250-20-750 as per old scale of Assistant Engineers.

S.S.E. (a) Graduate Rs.120-10-250
(b) Non-graduates Rs.70-10-200.

Suitable increase may have to be given to draftsmen, tracers, clerks, menials &c.

In the case of establishment engaged on the post-war reconstruction works where conditions of service would be hard and strenuous, special pays and concessions may have.....

have to be granted as was done in the Barrage Works.

RE-EMPLOYMENT OF RETIRED OFFICERS.

In the case of retired officers re-employed, they may be given a fixed salary depending upon pay drawn by them on the date of retirement plus additional amount as Government may consider necessary. The question as to whether any part of their pension should be kept in abeyance may be decided on merits in exceptional cases.

The above are the skeleton proposals which will have to be worked out in detail. Also the rough programme asked for by the Government of India before 31st March is to be prepared and necessary preliminary arrangements to work out details and lines of action for the proposed project divisions have to be made. This work cannot be done by the existing staff in the Secretariat and Executive Engineers as proposed at page 5 ante should be appointed immediately by appointing a competent and experienced officer, with knowledge of modern roads construction and the preparation of road programmes and conversant with P.W.D. establishment matters.

As the expansion of the existing staff would require detailed examination, the recruitment that may be immediately required may be made by creating temporary posts for one year in the first instance, pending the sanction to the revised cadres.

INCREASE IN THE ADMISSIONS TO THE COLLEGE OF ENGINEERING, POONA.

We would require a number of technically trained men for many years and it seems quite necessary to ask the D.P.I. to submit proposals for increasing admissions to graduates and diploma classes by say about 50% from the next academic year (June 1944).

To summarise, the proposals are as under:-

(1) Expansion of the permanent staff by increasing the cadre-strengths of the existing services by 25%.

(2) D.S.E.....

(2) To fill eleven vacancies in B.S.E. I by promotion from B.S.E II.

(3) To increase the annual rate of direct recruitment to B.S.E. I from 1.33 to 2.0 a period of 5 years, commencing from 1944.

(4) To fill vacancies in B.S.E.II partly by direct recruitment and partly by promotion.

(5) To appoint the staff required for planning and preparing projects for Post-War-Reconstruction Works.

(6) To recruit the staff required for the execution of the Post-War-Reconstruction-Works.

(7) Revision of the scales of pay, and payment of special pay to those employed on Post War-Reconstruction Works.

(8) Re-employment of retired officers and the fixation of their salaries.

(9) Appointment of an Executive Engineer in the Secretariat for Post-War-Reconstruction-Works.

(10) To create temporary posts for one year in the first instance, pending the decision of Government regarding the revised cadres.

(11) To admit greater number of boys to the graduate and diploma classes of the College of Engineering, Poona.

Of the above, items (2) to (5) and (9) to (11) are required to be given effect to immediately.

Cost of establishment required for Post-War-Reconstruction.

(A) For Planning and Project Works:

1.....

(A)For Planning and Project Work:

		Rs.p.m
1	Executive Engineer in the Secretariat @ Rs.757 per mensem	757
1	Superintending Engineer Rs.2,163 per mensem	2,163
5	Project Ex. Engrs. @ Rs.757 each...	3,785
17	Deputy Engineers @ Rs.472 each ...	8,024
15	Subordinates (S.S.E.-Graduates and non-graduates....)	8,670
	Clerical, menial &c.	19,000
	Travelling Allowance &c.	16,000
	Total per mensem	58,399
	Annual expenditure....	7,01,000
	Contigency,furniture,scientific instruments &c.....	1,52,000
	Grand total - planning and project per annum	8.53.000

Say Rs.8½ lakhs.

Cost for Planning and Project for 2 years Rs. 17 lakhs.

B) For Execution of Post-War-Works.

1	Chief Engineer at Rs.3,126	3,126
4	Superintending Engrs.at Rs.2,163 each	8,632
17	ExecutiveEngrs.@ Rs.757/-each ...	12,869
85	Deputy Engrs @ Rs.472/ each ...	40,120
340	Overseers:	
	Graduates 136 at Rs.195 each.	26,520
	Non-Graduates 204 @ Rs.145 "	29,580
		56,100
	Total	1,20,867
	Draftsmen,tracers,clerks...	77,021
	Total - Establishment ..	1,97,888
	Add 20% special pay.....	39,577
	Add Travelling allowance.	44,200
		2,81,665

total.....

	2,81,665
Total cost per annum	33,79,980
or say Rs.....	33,80,000
Add Contingencies per annum.	4,36,000
Grand total (execution of work per annum...	38,16,000
Cost for 10 years	3,81,60,000
Add cost of scientific instruments furniture &c.....	8,00,000
	3,89,60,000
or say	3. 90 crores.

Abstract

	Rs. in crores.
(1) Cost for planning and project..... ..	0.17
(2) Cost for executing.....	3.90
(3) Cost of Secretariat	0.10
Total cost	4.17

Total probable cost of Reconstruction work 60 crores.

Percentage of establishment charges. 7.00

The extra cost of establishment involved in the proposed revision of pay-scales of P.W.D. establishment

(1) Permanent staff.

(a) D. S. E. I.

Proposed revised cadre of 45, average rate of pay Rs.757 per mensem..... cost	34,065
Less cost as per present strength and pay 36 posts at the average rate of pay of Rs.625 per mensem.....	22,500
Increase	11,565

(b).....

(b) B. S. E. II.

Proposed revised cadre of 100 average rate of pay Rs.472 each.....	47,200
Less for present strength 80 posts at rate Rs.310 each.....	-24,800
Increase..	22,400

(c) Subordinate Engineering Service

Proposed revised cadre of 409 average rate of pay :	
Graduates 33.1/3%	
136 persons @ Rs.195 each.....	26,520
Non-Graduates 66.2/3%	
273 overseers at Rs.145 each...	39,585
Total.....	66,105
Less for present strength,	
327 posts at Rs.98 per mensem..	-32,046
Increase	34,059

(d) Increase in draftsmen, clerks, menials &c. (lump).	38,000
Total (a) to (d).	1,06,024
Annual increase 1,06,024 x 12	= 12,72,288
Add Cost for Secretariat establishment.....	1,00,000
	13,72,288
Say ..	14 lakhs.

NOTE : If the existing I.S.E.officers and the Assistant Engineers on the old scales of pay are taken into consideration, the extra cost will be reduced by 33.1/3 % i.e. it will be 10 lakhs only at present.

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Paf. 22- 5-56

Note on the revision of scale of pay of Ex. Engrs. B.S.E.Class I.

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The Ex. Engr. is a Dist. Officer and his jurisdiction extends over a Revenue Dn. and in some cases even more. These officers are appointed either by direct recruitment after completing a certain number of years training as Asstt. Engrs.(I) or by promotion from the B.S.E. Class II. In either case they possess superior technical qualifications and are the pick of graduates in Civil Engineering.

These officers, in their daily routine, come into contact with other brother Dist. Officers such as Dist. Judges, Collrs., etc. and have accordingly to maintain their high status.

2. The existing scale of pay of Ex. Engrs. in the B.S.E.Class I, viz, Rs.350-350-350-20-450- E.B.-30-660 E.B/-40-900, was sanctioned in June 1935 when economy, even at the cost of efficiency, was the order of the day.

* File No.7708/27-pt. II.

Attention is invited to page* 2 to 3,119 to 133; 147 to 164,165 and 175 to 179 which contain notes and discussions leading to the sanctioning of the pay scales referred to above.

3. The scales of pay sanctioned for the Ex. Engrs. of B.S.E.Class I vary between Province and Province. Those current in some of the Provinces are shown below:-

Province.		Scale.
1. Bengal	...	500-50/2-1000
2. Bombay	...	350-350-350-20-450-30-660-40-900.
3. Central P.W.D	III grade	750
	II grade	850
	I grade	950
4. Punjab	....	Ordinary: 475-25-700-30-1000 Selection) grade) 1050-50-1250
5. Sind	.....	- do- -do-

6.....

Provinces	Scale
6. U.P. ...	500-30-900-50-1000
7. Indian Rly....	III grade = 750
Service of Engrs.	II grade = 850
	I grade = 950

4. The scales of pay for the Ex. Engrs. of the B.S.E. Class I for this Province were sanctioned in 1935. There had been no occasion till late to appoint Jr. Ex. Engrs. in the above scale. Some of the officers of the old B.S.E who were appointed as Ex. Engrs. in the B.S.E. Class I were appointed in the scale and their pays on promotion were regulated under B.C.S.R. 41 but as these officers were drawing considerable higher scales in the old B.S.E. they did not feel the financial embarrassment as acutely as is being experienced now-a-days by the Jr. Ex. Engrs. of the B.S.E.Class I .This naturally resulted in representations from those officers for revision of their scales of pay to maintain their high status with other Dist. Officers.

To illustrate the above by taking up a concrete case of a Jr. Ex. Engr. drawing pay of Rs.370 p.m. in the B.S.E. Class I, it will be noticed that this officer will have to effect a basic reduction of Rs.150 from the pay of Rs.370 p.m. on account of the following inescapable items:-

	Rs. p.m.
1. Depreciation of Motor Car ...	50
2. House Rent...(10%).....	37
3. Sanitary charges.....	10
4. Water charges	10
5. G.P. Fund (compulsory minimum)..	23
6. Income-tax	16
	146
or say Rs.	150

This hardly leaves Rs.200 p.m. to meet his family expenses and to educate his children according to the status as a Dist. Officer.

Prima....

Prima facie it is therefore clear that the Jr.Ex. Engr. on the new scale of pay of the B.S.E. Class I is financially embarassed and this creates an inferiority complex while dealing with his fellow Dist. Officers.

5. In the Joint note issued by the Secretaries, P.W.D., in March 1944, a tentative scale of pay of Rs.440-40-1000 was recommended for Ex. Engrs against the fifth year of the senior scale. Very recently Govt. has sanctioned a scale of pay Rs.540-40-700-50-1200 for the Senior Asst. Engrs. under the Electric Grid. These Officers correspond to the status of the Ex.Engrs. in the ordinary P.W.D. though their jurisdictions do not extend as those of the letter. The P.S.C. had recently recruited some officers against the posts mentioned above but on account of the acute shortage of technical staff it was necessary to give higher starting pays in many cases to attract the right type of persons. Some posts have also been readvertised for want of proper response from suitable officers.

This convincingly proves that the present value of Engrs. of repute is very great and if Govt. has to retain best brains it will be necessary to give them suitable scales of pay, which, in the alternative, means revising the scales sanctioned for the Ex. Engrs. in 1935.

6. Besides the Provincial P.W.D., the present day Engrs. have ample scope in private firms, the I.R. S.E., the Central P.W.D, which have definitely improved scales of pay as compared with the scales sanctioned for the Ex. Engrs.of the B.S.E.Class I of this Province. During the years 1943 and 1944

not less.....

not less than four candidates who had secured guaranteed appointments under this Deptt. have either declined to join or have resigned their appointments because they secured better appointments elsewhere with better prospects.

7. Mr. A.W.H.Dean, C.I.E., Ch. Engrs., Central P.W.D., was appointed as a special officer by the G. of I. to carry out investigations with regard to Engineering Service in all Provinces. He had collected detailed information as regards the scales of pay current in several Provinces. The scales for Ex. Engrs. in various Provinces will be found at p.48 of his report put up below. It has also been separately ascertained that some Provinces are contemplating a revision of the scales of pay already sanctioned.

Mr. Dean has very exhaustively dealt with the conditions of Civil Engineers and the difficulty experienced by them in these days and has definitely recommended a uniform scale of pay of Rs.750-30-1050 for the Ex. Engrs. of Divisions. He has emphasised the point that the scale of pay for all Provincial Engineers, Central P.W.D. and the I.R.S.E. should be made uniform and at the same time they should be raised to bring the Engineer on to an equal footing with the other officers with whom he comes into daily contact.

8. In view of the above discussion, it is for consideration whether this Deptt. may strongly support the recommendation made by Mr. Dean in the matter of the revision of the scale of pay of Ex. Engrs. in the B.S.E.Class I, viz Rs.750-30-1050. If so, Govt. may be requested to sanction the above scale.

The additional average cost per annum for the revision of scale of pay, assuming that Govt. accepts

Mr.Dean's s.....

Mr.Dean's recommendations, works out to Rs.80,400/-. It will be necessary to obtain the sanction of H.E. the Governor-General to the above proposal, but H.E. the Governor may anticipate the same if it is decided that the question under consideration is one of urgency.

9. These papers will be referred u.o. to the F.D. on receipt of orders on the above paras.

Id/- G.N.J.
26.6.45.

This case is, in my opinion, both important and urgent and I would request that it be disposed of with as little delay as possible.

2. Whilst I am firmly of the opinion that the scales of pay of the Engineer Services in this Province are too low to enable us to attract the best talent, I do not propose to press at present for general revision, but only for revision of that part of the scale that relates to Executive Engineers.

3. An Executive Engineer is a District officer and he holds a big charge often extending to more than one Revenue Division; he has to associate with and advise the Collector, the District Judge, the District Superintendent of Police, and other Civil Officers, and in Military Stations, co-operate with officers like the Garrison Engineer, the Commanding Royal Engineer, and in many cases even higher Officers. He has to be mobile and ready to move about within his charge at short notice or without notice. He is responsible for expenditure of large sums of Government money, as much as Rs.10 to 15 Lakhs many annually now, and this will increase possibly to as much as Rs.50 Lakhs when the Post-War Works get really going. He is responsible for the preparation

of...

of plans and estimates, the construction of all works, the management and control of all major irrigation, and the tactful handling of Contractors or large Industrialists using Canal Water.

4. To enable him to hold this position he is paid in a ridiculously low scale of Rs.350-350-350-20-450-E.B.-30-660-E.B.-40-900 so that he has to have 13 years service, eight of which must be as Executive Engineer, before he draws a monthly pay of Rs.450/-. I do not think that any other District Officer is paid so inadequately, with the result that the unfortunate Executive Engineer finds it quite impossible to take his proper place amongst his contemporary Officers of other Departments.

5. There is however a far more serious side of the question than this to be considered. The officers in the B.S.E.(I) or D.S.E. Officers acting as Executive Engineers are Officers specially selected on account of their records of good service, a few of them are senior in service, but the majorityare junior, and in consequence are drawing the lower rates of pay. They in most cases promoted from the old B.S.E. to the D.S.E. (I) and consequently have longer actual service than their service in the B.S.E.(I) indicates. Many of them are actually on the lowest grade of Rs.350/- plus of course War Allowance, which for purposes of this note is immaterial since it applies universally to all drawing below Rs.2000/- per month, which is far beyond the scope of this note. Out of this pay of Rs.350/-per month the following minimum deductions are automatic:-

(1) Depreciation of Motor Car (Cost Rs.5000/- Life 8 years)	Rs.50
(2) House Rent @ 10%	Rs.35
(3) Sanitary charges	Rs.10
(4) Water Charges	Rs.10
(5) Minimum C.P.Fund.....	Rs.23
(6) Income Tax	Rs.16
Total.....	Rs. 144

roughly Rs.150 per mensem.

Thus the officer has left for the maintenance, clothing, education, and recreation, of himself and his family a sum of Rs.200/- only per mensem; and this even in pre-war days, let alone at present, is wholly inadequate to enable him to live as he should do, to mingle with his fellow-officers of other Departments officially and socially, and to educate his children as he himself has been educated. What then remains for him to do? He has three alternatives (1) to live the life of a hermit, to go nowhere and to meet no one - this we certainly dos not desire him to do (2) to draw on his capital, if he has any, hoping to be able to carry on until his pay improves- this we cannot expect him to do and (3) to make the deficiency in his salary by irregular means - this we have waged continuous war against and it is surely up to Government to do what it can to make it necessary. It is this third alternative that is the serious danger, and I cannot urge Government too strongly to consider this matter urgently and sympathetically so that the danger may be averted. The Officers concerned are in many cases young now, and if they develop along wrong lines will become a menace to the Department insted of the backbone of it.

6. In the office note paragraph 3 page 11 ante will be seen the scales allowed to Executive Engineers in the Provincial Services of other Provinces or at the Centre and it will be seen at once that the scale allowed in this Province compares most unfavourably with them; even in this Province, head-quartered at Poona, we have the case of one of our own Officers deputed to the Central P.W.D. The pay he draws is Rs.350/- per mensem whilst other Executive Engineers doing similar work in the same Circle, and with less service draw Rs.750/- per mensem, the minimum pay for an Executive Engineer in the Central P.W.D.

7. .....

7. I would also draw particular attention to the portion of paragraph 6 of the office note side lined in red on page 22 ante, which is very clear indication of the position with which we are faced. Clearly unless conditions in this Province are put on a par with those available elsewhere we shall be left with only the "leavings" of what is I understand one of the best Engineering Colleges in India, and this at a time when the bigest part of the Post War Reconstruction programme of this Province depends upon the Officers of this Department

8. In the Department itself this situation is causing grave discontent, which if it leads to nothing worse, must lead to indifference, slackness, and inefficiency; and as Head of the Department I find it extremely hard to urge these young officers to give of their best, when I feel with them that similarly placed, I should devote all my energies to obtaining a more lucrative employment elsewhere; however, so far by promising to represent their case a general exodus has been prevented and I think Government will agree, that understaffed and overworked they have worked most creditably.

9. Mr. A.H.W.Dean, C.I.E. of the Government of India was recently put on special duty to investigate the questions of the availability of Engineers and the conditions of their services in various parts with a view to making the best use of the material at hand. He has gone very carefully into the question of the conditions of service throughout India and has emphasized the necessity for uniform pay scales throughout in order to avoid inter-provincial competition for the services of the available personnel; and he has stressed the need to raise the pay scales of the Engineers to put them on a footing of equality with officers of other Departments with whom they are in daily contact. He strongly recommends a universal pay scale for Executive

Engineers.....

Engineers throughout India of Rs.750-30-1050, this scale or a somewhat similar one already exists in the Punjab, Bengal, Sind, the United Provinces, the Indian Railways, and the Central P.W.D.; whilst this Government has itself sanctioned a very similar scale for Senior Assistant Engineers, who correspond to Executive Engineers, under the Electric Grid Scheme. (see paragraph 5 of the office note, page 12). A(F) has also noted on the case of the general revision of pay scales, that it would probably be necessary to do something for this Department.

10. I therefore request Government to give this question very full and urgent consideration, and to sanction without delay an improved scale of pay for Executive Engineers in the B.S.E.(I), which is long over due. I recommend that the scale proposed by Mr. Dean for universal adoption throughout India should be sanctioned viz. Rs.750-30-1050. The sanctioning of this scale would render service in this Department more attractive, and would ensure to those taking up posts, guaranteed or otherwise, reasonable prospects in the future, which do not exist at present, since few only can hope to reach administrative posts. If this proposal is accepted it would mean an immediate additional annual cost of Rs.403000/- and after many years when the Indian Service of Engineers has died out, a maximum annual increase of Rs.60000/-, which is a very small sum to ensure a contented service.

11. With further reference to para 4 of this note, I have since ascertained that a Provincial Officer acting as Collector or District Judge draws a minimum pay of Rs.1,275 per mensem; also the Government of India has recently ordered that a Deputy Superintendent of Police acting as Dist. Supdt. of police should draw pay not less than Rs.800 per mensem. These are the contemporary officers of

an.....

Executive Engineer.

Id/-

29/6/45.

JT. *
TP. Secy F.D.

* with Mr.Dean's report.

I discussed this with Mr. ~~Kenneth~~ Hammett. It was agreed that some immediate improvement in this pay-scale of Executive Engineers is necessary.

It was tentatively agreed that instead of the present 350-350-350-20-470-30-660-40-1020 900 (6th or earlier ~~Jan~~ year) we should have 510-510- 510 — 30-660-40-1020 (6th or earlier ~~Jan~~ year).

Would office please examine this further as expeditiously as possible: in particular (1) Whether there will have to be consequent changes ~~to be~~ in the other B.S.E. scales (2)how this pays of existing Executive Engineers will be adjusted and whether the pay scale suggested presents any difficulties in this respect and (3) Cost. The pay scale does involve a certain amount of stagnation in the final years.

I should like to have the papers back by the 7th.

Id/-

F.D. 4/7.

Par.23-5-56.

Finance Department P.W.D.

Submitted with reference to Jt. Secy's note dated 4-7-45.

2. The scale of Rs.510-510-510-30-660-40-1020, tentatively agreed to, seems reasonable and may be finally accepted in F.D. subject to a slight modification, that there may be an E.B. at the Rs.660 stage. It is a 16 years' scale and assuming that under normal conditions promotion to the Executive Engr's grade, takes place after at least 6 years' service as Asstt. Engr. the total duration of the class I scale will be about 22 years. This seems a reasonable length and it may not involve much stagnation in the final years. If as stated in note 4 on p.60 of F.P. No.XI promotion as Ex. Engr. normally takes place after 9 years service then the scale is further lengthened to 25 years and the stagnation will be still further reduced.

3. With regard to the question whether there will have to be consequent changes in the other B.S.E. scales the subjoined table compares the various scales of pay.

Old B.S.E Class II Scale.	Revised B.S.E Class II scale.	Old B.S.E. Class I scale.		The Revised B.S.E Class I scale.			Proposed B.S.E. Class I scale.
1	2	3 Year of service	4 Jr.	5 Sr.	6 Asstt. Engrs.	7 Ex. Engrs.	8 Executive Engineers
Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.
250-20-750	170-10-250-E.B.-265-15-400-E.B.-420-20-500.	1st	320	**	200	**	
		2nd	360	**	200	**	
		3rd	400	**	235	**	
		4th	480	440	250	**	
		5th	520	480	265	**	
		6th	560	520	280	350	510
		7th	600	560	295	350	510
		8th	640	600	310	350	510
		9th	680	640	325	370	540
		10th	720	680	340	390	570
		11th	760	720	355	410	600
		12th	800	760	370	430	630

P.T.O.

1	2	3	4	5	6	7	8	9	
		13th	720	600	385	450	E.B.	630	
		14th	760	840	400	480		660	E.B.
		15th	800	880	420	510		700	
		16th	—	920	440	540		740	
		17th	—	960	460	570		780	
		18th	—	1000	480	600		820	
		19th	—	1040	500	630		860	
		20th	—	1080	—	660	E.P.	900	
		21st	—	1120	—	700		940	980
		22nd	—	1160	—	740		1020	
		23rd	—	1200	—	780		—	
		24th	—	—	—	820		—	
		25th	—	—	—	860		—	
		26th	—	—	—	900		—	

Pat. 23-5-56.

Posts above the regular class I scale.

	Old scale Rs.	Revised scale Rs.
Chief Engineer.	2000-100-2200-200 2500.	1500-100-1700
Supdg. Engineers	1450-75-1750.	1100-50-1300.

From the above it will be seen that no consequential changes need be made in the Provincial service scales for the posts above the regular class I scale. Besides these posts are held by I.S.E. Officers and there are still 12 more officers of the I.S.E. in service. It will therefore be some time before the Provl. service scales actually come into operation. The B.S.E. Class II scales also do not require any changes. The Class I scale for direct recruits as Asstt. Engrs. does not also require to be changed merely because the scale of the Ex. Engrs. is changed. But in this connection the question will have to be considered from the point of view of market conditions. It is stated that it is difficult to recruit men on the scale and therefore minimum may have to be pitched a bit higher. The initiative may however be left to the P.W.D. in this matter. One other point is that the B.S.E. class I scale for Asstt. Engrs. follows closely the B.S.E. Cl. II scale and if the former is raised the latter may have to be raised also. Again the scale for P.W.D. overseers in the subordinate service has recently been raised to Rs. 70-250. With an upward revision class I scale the class II which falls between the two may also have to be raised. But all these changes will be primarily by way of repercussions rather than as a necessary consequence ——— of raising of the Ex. Engr. scale. The initiative in all these cases may be left to the P. W.D. and the question may be considered if and when raised by that Dept.

4. The next question is the manner in which existing men should be brought on to the proposed new scale.

The.....

The provisions of D.C.S.R. 44 were applied when the scale of P.W.D. overseers was raised and the same may be done in the present case also. Briefly the position will be that these men will pass on to the new scale at the stage at which they are drawing pay, if that is a stage in the new scale, or at the next lower stage plus the difference as personal pay to be absorbed in future increments. The dates of increments may remain unchanged. There are it is understood at present six officers drawing less than the minimum of Rs.510. These will naturally get the minimum. In their case also we may allow the dates of increments to remain unchanged so that the relative seniority inter se may be maintained. In this connection it may be mentioned that it is informally understood that the immediate extra cost of Rs.40300 mentioned in Secy. P.W.D.'s note dt. 29.6.45 is based on the pays of existing officers being fixed in exactly this manner but in the then proposed scale of Rs.750-30-1050.

5. Coming next to the question of extra cost there are at present 25 permanent & 6 temporary post of Executives Engineers and six officers drew less than the minimum of Rs.510 p.m. The financial implications are therefore -

(a) Increase in the ultimate annual recurrent cost on the basis 25 permanent posts. 48,900 p.a.

(b) Immediate extra cost on account of the 6 officers drawing less than Rs.510. p.m. 9,300 p.a.

(c) Extra cost on account of 6 tempy. posts in the Project Circle. 11,700 p.a.

Since the recurring cost exceeds Rs.25,00 p.a.

G.G's.....

G.G's approval is necessary but H. E. may anticipate it. A source to meet the extra cost during the current year will have to be pointed out.

6. Finally it may be stated that though Govt. have decided to postpone a general revision of pay-scale at present, such a revision may have to be under-taken in the near future. When this revision takes place we may have to bring the B.S.E. Class I scale in line with the class I scale that may be decided upon for other services. At present also the B.S.E. Class I scale fallows closely the Class I scale for other services. It is therefore for consideration whether P.D. should suggest the proposed new scale for Executive Engrs. should be sanctioned provisionally and that those officers who have not yet been confirmed as Ex. Engrs. should not be confirmed in the proposed scale so that there may not be any difficulty in bringing them on to the finally revised scale that may be decided upon in the general revision of payscales.

P.W.D. may consider; but I would not press this.

Id/-

Id/-
6.7.45

Id/-
9/7.

M.o.r to the P.W.D. dt. 9.7.45.

with Mr. Dean's report to P.W.D. file 7708/27II

Paf. 23-5-56.

P.T.O.

I regret that the scale now proposed was tentatively agreed to by me, and as it is suggested at present, I am quite unable to agree to it.

2. The scale to which I tentatively agreed solely in order to expedite the disposal of the case was Rs.510-30-660-40-1020 and that I am still prepared to accept, but there is no justification at all for an Executive Engineer to remain at Rs.510/- for 8 years and this I pointed out to the Joint Secretary F.D. was a point which gave acute dissatisfaction, and it was the Joint Secretary F.D. who himself suggested the scale I have given above indicating it as a 15 years scale with 5 increments of Rs.30 and 9 increments of Rs.40 .

3. I therefore request that the F.D. noting may be modified accordingly, otherwise I am afraid I shall have to press for acceptance of my original proposals.

Id/-

10/7/45

JT.
Secy F.D.

When I noted on p.16, I took the suggested scale of 510-1020 as in every way replacing the existing 350-900, including the first three stages, and regret that this misrepresented what Secy. P.W.D. has agreed to. I see no inseparated objection to adopting Secy.P.W.D's propcsal as explained by him above. The implications of this proposal, including cost, may please be worked out.

F.D.

Id/-
11.7

*****

Paf.

Resubmitted.

There is no objection to accepting Secy. P.W.D's proposal. This may mean a few years more stagnation on the maximum but if promotions normally take place after 9 years service the total lenght of scale will be 23 years which seems fairly reasonable. As regards cost the figures mentioned in para 5 of office note dated 6-7-45 will be altered to

	Rs.
(a) Increase in the ultimate annual recurrent cost on the base of 25 permanent posts..	51,000 p.a.
(b) Immediate extra cost on account of 6 officers drawing less than Rs.510 p.m.	9,300 p.a.
(c) Extra cost on account of 6 temporary posts in the Project Circle.	12,530 p.a.

Id/-
12.7.45

Id/-
12/7.

U.O.N. to the P.W.D. dt. 12.7.45.

with file 7703/2711

E.B.(I) 2497/36.

P. W. Deptt.

The existing scale of pay for Ex. Engrs. of the B.S.E.Cl.I is Rs.350-350-350-20-450E.B.30-660-E.B.40-900. The F. D. has agreed to a pay scale of Rs.510-30-660 E.B. 40-1020. for Ex. Engrs. in the B.S.E.Cl.I.

A draft reso. is put up for approval and submission subject to the remarks made in the following paras.

2. In para 3 of the F.D.,O.N. dated the 6-7-45 that Deptt. has raised (indirectly) the question of revision of pay scales of the B.S.E.Cl.II and of A.Es.(I) in the B.S.E.Cl.I. Those questions will be taken up for consideration later.

3. Please see marginal remarks of the Jt.Secy. F.D. at p.20 ante. This Deptt. may suggest that no distinction need be made as proposed in the F.D.,O.N. and that the scale now proposed may be sanctioned permanently.

4. As remarked by the F.D. in para 5 of its note, dated the 6-7-45 sanctioned of H.E. the Govr. Genl. will be necy. to the proposed revision of pay scale of the Ex. Engrs. B.S.E.Cl.I as its ultimate annual recurring cost exceeds Rs.25000. In view of the urgency of the case, H. E. the Govr.may, if approved, be requested to kindly accord sanction to the proposal in anticipation of the approval of H.E. the Govr.Genl.

5. The local officers will be requested to ask for addl. funds to meet the extra cost involved during the current year in the revised scale of pay of Ex. Engrs., B.S.E.Cl.I.

6. It is proposed, if approved, to give effect to the proposed revision from the 1st July 1945, i.e. for the pay drawn on the 1st Aug.1945 as mentioned in the draft.

Id/-
18.7.45. I agree with the O.N.

Id/-
20/7/45.

Issued at once. 28/7/45. P.T.O.

I think this case is self-evident.

A(R)

A(H) p A(F)

HE.(O.S)

It is to be observed that it is an initial step pending what may turn out to be the necessity for revising the scales of pay for Clerks I & II as such.

Id/-

23.7.45

Id/-

23.7.45.

I Approve

Id/-

26.7.45.

Paf.23-5-56.

For further orders pl.see
G.L. No.6810/36 IE (I),
dated the 20-1-49

Bombay Service of Engineers
Class I service.
Revision of scale of pay of
Executive Engineers.

GOVERNMENT OF BOMBAY.
Public Works Department.
Resolution No.7497/36.
Bombay Castle, 30th July 1945.

Read Government Resolution, Finance Department, No.150/33 dated the 5th June 1935.

Resolution :- His Excellency the Governor of Bombay, in anticipation of the approval of His Excellency the Governor General, is pleased to direct that the existing scale of pay sanctioned for the Executive Engineers of the Bombay Service of Engineers Class I, viz, Rs.350-350-350-20-450-E.B.-30-660-E.B.-40-900 should be revised to Rs.510-30-660-E.B.-40-1,000 with effect from the 1st July 1945 (i.e. revised pay to be drawn on the 1st August 1945).

2. The Executive Engineers of the Bombay Service of Engineers Class I (both permanent and officiating) should be brought on to this revised scale, mentioned in paragraph 1 above, and their pays regulated in that scale in accordance with Bombay Civil Services Rules 41 (a) (ii) and 44 (a). The dates of increment will, however remain as at present. L.P.W.D.T.47.

Corrigendum vide No.7497/36, dt. 22-11-45 on p. 37 para. post.

3. The local officers are requested to apply for additional funds required to meet the extra cost during the year 1945-46 on the basis of the 9-monthly revised estimates for that year.

By order of the Governor of Bomb
Id/-
(G. H. PANDIT)
Deputy Secretary to Government

G. R. No.....

G. R. No.7497/36 P.W.D. dated the 30th July 1945.

To

The Finance Department,
The Other Department of the Secretariat (except
the Separate Departments),
The Superintending Engineers of Circles,
The Electrical Engineer to Government,
The Public Health Engineer to Government,
The Special Officer (Electric Grid)
The Accountant General, Bombay (through the
Finance Department),
The Executive Engineers of Divisions.

No. of 1945.

opy forwarded for information and guidance to

Issued with a copy of G.R.
1/8/45 Id/-

Pef.

Bombay Service of Engineers

Class I Services

Revision of scale of pay of

Executive Engineers.

Government of Bombay.

Public Works Department,

Corrigendum No.7497/36.

Bombay Castle, 22 November 1945.

C O R R I G E N D U M.

For the concluding sentence of paragraph 2 of Government Resolution, Public Works Department, No.7497/36, dated the 30th July 1945, read the following:

" The dates of increment in the case of those officers who get no immediate increase in pay on account of the above orders should remain unchanged."

By order of the Governor of Bombay,

Id/-

(A. B. Thomas)

Deputy Secretary to the Government of Bombay,

Public Works Department.

To:

The Finance Department,

All other Departments of the Secretariat (except the Separate Department).

The Superintending Engineers of Circles,

The Electrical Engineer to Government.

The Public Health Engineer to Government.

The Special Officer (Electric Grid)

The Accountant General, Bombay (through the Finance Department)

The Executive Engineers of Divisions.

Pay.